

July 2006
Employee Newsletter



Arkansas Department of Correction

Advocate

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Changes at
Ouachita
River

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ADC has made progress in addressing prison rape; staff sexual misconduct with inmates

When it comes to addressing prison rape and staff sexual misconduct with inmates, ADC takes its job very seriously.

Jane Manning, EEO/Grievance Officer, recently talked about the department's progress in dealing with those issues during focus groups organized by the National Institute of Corrections and the Washington College of Law Project on Addressing Prison Rape.

Manning and ADC staff members Richard Rodgers and Kerry Clark were among those who attended training for staff sexual misconduct with inmates offered by NIC/WCL in 1999. NIC/WCL recently invited correctional staff from around the country to talk about how to improve resource material and training. Manning attended the July 24 meeting in Atlanta.

Participants also talked about progress they've made in implementing action plans on staff sexual misconduct with inmates.

"I felt real good going into it because we had implemented every recommendation on our action



PREA posters are in each unit.

plan except one issue," Manning said.

Because of ADC's progress on its plan, it was ahead of the curve by the time the Prison Rape Elimination Act became law in 2003, she said.

For example, since the 1999 training, changes have been made in law and policy, management and operational policies and in training emphasizing "zero-tolerance" for sexual

misconduct with inmates. If a staff member has sex with an inmate, even consensual sex, it can be prosecuted as a felony carrying a prison sentence of up to 10 years.

PREA pamphlets are given to each inmate, posters are in each unit and a PREA video is also shown. There is also mandatory training for staff on sexual misconduct and annual updates.

In addition, the department is requesting a change in the law dealing with sexual misconduct to cover people who have authority over inmates such as volunteers and work release supervisors.

Partnering to make a home

Right: Chief Deputy Director Ray Hobbs spoke during the July 29 dedication of a Habitat for Humanity house in Pine Bluff. Inmates in the Riverside Vo-Tech program built walls and cabinets for the house in the Jefferson County Habitat's first ever partnership with corrections. Read more on page 2.



Director's Corner



Larry Norris
ADC Director

I'm a true believer in teams. I like everything about them. Whether it's an athletic team, the debate team, the drama team, the drill team or the waffle cooking team, I think all kids should be part of one. They need to learn about being a team player, how one for all and all for one allows us to

accomplish more. We are smarter, stronger and faster collectively than we are individually.

As adults, the thrill of being part of a team sort of fades with the passing years. That's because we don't play Little League baseball any more. There are no district championships on the line, no undefeated seasons for the record books, and no sweepstakes trophies for the band hall. Unless we've taken part in the Police Olympics, the ERT competition or played in a church league, most of us don't think we've been on a team in years.

But we have. The PTA is a team. So are the Ladies Auxiliary, the hunting club, and the ADC. That's right.

The ADC is a team. We've worked hard, and together we've built one of the best correctional systems in the country. Nearly 4,000 employees with different talents and skills have worked toward common goals. By anybody's definition, that's a team. And it's a good one.

But being part of a team doesn't mean success at every turn. Nobody wins all the time. In fact, one of the most famous athletic teams isn't remembered for winning; it's remembered for trying. In 1970, the Marshall University football team was flying home to West Virginia after a loss to East Carolina. About a mile from the airport, the plane crashed into a hillside, kill-

ing 75 players, coaches and community leaders. Just ten months later, despite the heartache and the odds against them, a makeshift squad of Marshall players took the field for the season opener at Morehead State.

They lost that September day, 29-6. But no one cared about the final score. What mattered most was that Marshall was actually there. In spite of everything, a team had shown up to play. Because that's what all good teams do, including your team. At the ADC, you have always shown up to play, in good times and in bad. And a grateful state rests easier because you have.

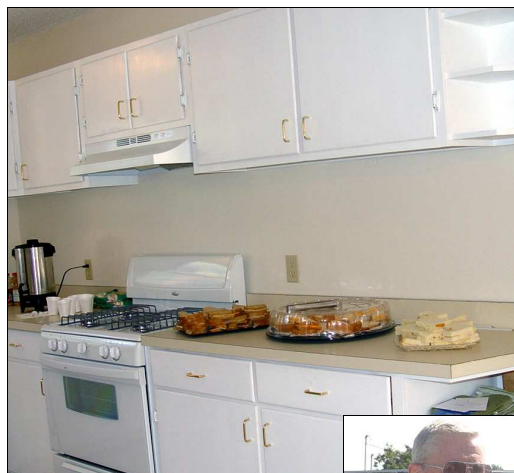
Inmates at Riverside Vo-Tech School help build Habitat house in PB

Inmates in the Riverside Vo-Tech School had a hand in building the latest Jefferson County Habitat for Humanity house on S. Gum Street in Pine Bluff. They built the walls, kitchen cabinets and countertops.

The project was also made possible through the work of volunteers, Simmons First National Bank and ADC.

"It's our first project with Habitat and we're looking forward to doing some more," said Riverside Vo-Tech Carpentry Instructor Steven Mathew.

It's a win-win for everyone because inmates learn valuable work skills, they are helping to improve the community and Habitat gets help in building homes, Habitat's Interim Executive Director Barbara Akins said of the newly-formed prison partnership. She also praised the work of the inmate maintenance crew, coordinated by Major Richard Wimberly, that routinely cuts the grass around the Habitat houses.



Above: Kitchen cabinets and countertops for the latest Habitat for Humanity house in Pine Bluff were crafted by inmates at the Riverside Vo-Tech School.

Below: Deputy Director Larry May, Board of Corrections member and Habitat supporter Bill Ferren and Chief Deputy Director Ray Hobbs at the Habitat house dedication.



USDWA conference draws record attendance at Hot Springs

The U.S. Deputy Warden's 61st Annual Conference held July 10-14 in Hot Springs featured a record attendance. The number included 118 registered attendees, 45 spouses, 23 children and 21 exhibitors. NCU Warden and USDWA President Jimmy Banks, said the event helped boost membership.

Banks said he was especially pleased with the Arkansas Host Committee's commitment to plan, coordinate and carryout a successful conference. "It was truly an honor and privilege to hold the office of President

with such a dedicated and capable team."

Director Larry Norris, Arkansas Correctional School Superintendent William "Dubs" Byers, Chaplain Leonard Wilson-Banks, Chaplain Don Yancey, Chaplaincy Services Administrator Eddie Sensat, Training Academy Administrator Richard Guy, Trainer Tommy Rochelle and HR Administrator Kevin Murphy, who is USDWA Secretary, were among the many ADC staff members who spoke during the information-packed and fun-filled event. The ADC Honor Guard also participated.

The USDWA's 2007 annual conference will be held in Salt Lake City.



Above: NCU Warden and USDWA President Jimmy Banks welcomes conference guests.



Above: Boot Camp staff member Ronald Cowart, left, and Assistant Warden John Craig stopped by the USDWA Conference.

Right: Major Aundrea Weekly gets takes deputy wardens on a tour of the Jefferson County Correctional Facility. During the conference, the group also toured the Wrightsville Unit, Boot Camp and Ouachita River Unit.



Above: Trainer Tommy Rochelle leads the workshop "Common Sense Approach to Leadership".

Correction

In the article, "Ready to move up? ADC to see changes at the top in next decade" that appeared on page 1 of the June 2006 ADC Advocate, the education requirements for assistant warden were not fully explained. The minimum qualifications are: The formal education equivalent of a bachelor's degree in *criminal justice, sociology, psychology, business administration or a related field*; plus four years experience in correctional secu-

rity, law enforcement or related field, including one year in a supervisory capacity. OR the formal education equivalent of a bachelor's degree; plus eight years experience in correctional security, law enforcement or a related field, including one year in a supervisory capacity. Completion of Management Level IV Training is required for all in-house applicants.

Also, warden candidates should note that no other job-related educa-

tion and/or experience may be substituted for all or part of the basic requirements for the warden's position.

Finally, under "Management Level training requirements" on page 15 of the June 2006 ADC Advocate, the Management Level III training is for security (captain/major) or non-security (grades 21 and 22).

ADC's Biggest Losers are Big Winners in improving health



Several ADC staff members have taken steps to lose weight over the last year or so. We salute those who have undertaken this challenge and congratulate them on their progress. ADC's Biggest Losers are all Big Winners when it comes to improving their health. Some of them shared how and why they shed the pounds and what a difference it has made in their lives. We hope that you will be inspired by their stories.

The ADC Advocate periodically features staff members who are working hard to lose weight and live a healthier life.

Beverly Childress, Admin. East Annex



Before

Beverly's Journey



After

Beverly Childress, a secretary at Admin. East, got tired of carrying extra weight and decided to do something about it. She started by taking herbal weight loss pills for about seven months.

"I drank lots of water, cut back on my portions and tried to cut out fast foods and fried foods," she said, adding that she also cut out sweets and pork. Childress lost 45 pounds and went from a size 16 to sizes 6 and 8. She said she was able to make the journey because of a lot of support from her friends and companion and because she did a lot of praying.

"Your chance of living longer is increased when you get your body in shape and eat the right food," she said. "Don't think of it as dieting. Think of it as eating right."

Sharon Carter, Maximum Security Unit



Before



After

Sharon's Story

Sharon Carter, secretary for Assistant Warden Tommy James at the Maximum Security Unit, started the weight loss program at UAMS in August 2005.

Since then, she has lost 110 pounds.

"I started the program because I have a family history of diabetes, high blood pressure and heart disease," Carter said. "I wanted to get my weight under control before I developed any of the problems."

Carter said that she has seen many people with such problems. "I knew that I was headed down that road," she said, explaining that the key to her weight loss is this:

"I follow the UAMS weight loss program and exercise," Carter said. "I walk from 2 to 3 miles three to four times a week and also lift (small) weights."



Want to lose weight?

It's best to check with a healthcare professional before undertaking any weight loss program.

Worth it? Losers weigh in on challenges they face daily

Roy Agee & Wade Hall, Diagnostic Unit



After

Men on a Mission

Roy Agee and Major Wade Hall are on a mission to lose weight. Under the guidance of a doctor, Hall who is Chief of Security at the Diagnostic Unit, has lost 85 pounds. "I'm in a belt I hadn't been able to get into for 10 years," he said. Hall opted to lose weight for two reasons: health and the recent death of an uncle at a young age.

"It's hard but it's fair," he said of the changes he's made. "I don't eat anything fried—just baked or grilled food." He also avoids bread.

"It's easy to get and hard to lose," Hall said of the weight, adding that he's up to the challenge.

Agee, the Intake Supervisor at Diagnostic, has lost 40 pounds since July 2005. He has 25 more to go. His motivation? He faced the possibility of becoming diabetic if he didn't lose weight. "I perform better under pressure," Agee said, explaining that he cut out sugar, pasta, bread and potatoes. "I try to eat three vegetables and a small meat portion and I don't eat after 7 p.m."

Agee said it's hard to maintain a balanced diet when he's away from home. However, it's not as tough now to stick to good eating habits as it was when he first started. As a snack, he recommends sugar free Jell-O.



The good & the bad: The truth about fat in your food

Some dietary fat is needed for good health. (intake) remains high.

Fats supply energy and essential fatty acids and promote absorption of the fat-soluble vitamins A,D,E, and K. However, high levels of saturated fat and cholesterol in the diet are linked to increased blood cholesterol levels and a greater risk for heart disease.

More Americans are eating less fat, saturated fat, and cholesterol-rich foods than in the recent past, and fewer people are dying from the most common form of heart disease. Still, many people continue to eat high-fat diets, the number of overweight people has increased, and the risk of heart disease and certain cancers (also linked to fat

Fats and oils, and some types of desserts and snack foods that contain fat, provide calories but few nutrients. Choose lower fat options among foods in the milk group, the meat and beans group (which includes eggs and nuts) and in the processed foods in the grain group.

Choose a diet that provides no more than 30 percent of total calories from fat. For example, at 2,000 calories per day, the suggested upper limit of calories of fat is 600 calories. Sixty-five grams of fat contributes about 600 calories.

Fats contain both saturated and unsaturated (monounsaturated and polyunsaturated) fatty acids. Saturated fats

raise blood cholesterol more than other forms of fat. Reducing saturated fat to less than 10 percent of calories will help you lower your blood cholesterol level. The fats from meat, milk, and milk products are the main sources of saturated fats in most diets. Most bakery products are also sources of saturated fats. Vegetable oils supply smaller amount of saturated fats.

Olive and canola oils are high in monounsaturated fats, most other vegetable oils, nuts, and high fat fish are good sources of polyunsaturated fats. Both kinds of unsaturated fats reduce blood cholesterol when they replace saturated fats in the diet.

You can keep your cholesterol intake at an acceptable level of 300 mg or lower by eating more grain products, vegetables, fruits and by limiting intake of high cholesterol foods.

Want to nominate someone for ADC's Biggest Losers?



Would you like to nominate yourself or a co-worker to be featured as one of ADC's Biggest Losers? If you or someone you know has lost 30 pounds or more over the last year, contact the ADC Advocate at Central Office, 870-267-6999 and share your story.



Cereal drive generates more than 1,300 boxes for food bank

Totals are in for some ADC units that participated in the THV Summer Cereal Drive. The five-week drive was hosted by Channel 11 for the Arkansas Food Bank Network. All of the donations—which amounted to 144,930 boxes—were sent to food pantries in the areas where they were col-

lected as they came in.

A total of 84 boxes were collected at the Admin. East building while 1,275 boxes were collected at the Newport Complex.

The collection was “so much fun for everyone who participated,” said Debbie Mathis, who helped organize the drive at Newport. “We definitely have to put this on our calendars for next year.” Hint: That was a challenge to all the units that didn’t participate this year.

“We also had several boxes donated along with the Employee Corporation donating \$100,” Mathis said, thanking everyone who participated.

A special thanks to Grimes Corporal Anthony Reed and his great bargaining skills with the local stores. The McPherson “B” Shift donated the cost of their pizza lunch to the food bank in lieu of receiving pizza for contributing the most cereal.

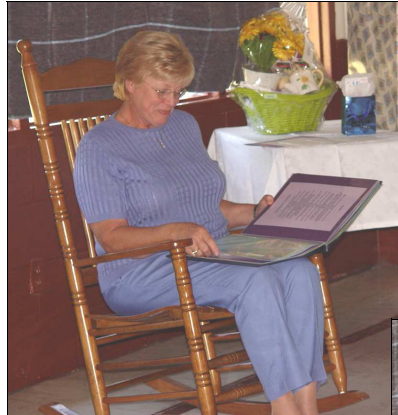
Thanks to everyone for helping out with this worthwhile effort.

Expanded CMS contract to include psychiatric care

The Board of Corrections voted to expand ADC’s contract with Correctional Medical Services to include providing psychiatric care to inmates. The 5-to-0 vote came during a special teleconference meeting held July 24.

The vote authorizes an expansion of the department’s \$43 million contract with CMS by \$1.39 million. Under the agreement, CMS would take over psychiatric services on Aug. 7. The move came as the department struggled to attract and keep psychiatrists for budgeted positions. Officials say the new contract will help the state attract psychiatrists by offering higher pay.

Mary Morgan rocks her way into retirement



Above: Looking comfortable in a rocking chair that she received as a gift, Classification Officer Mary Morgan reads her memory book—among the many of gifts she received from co-workers during her retirement celebration.

Family, friends and co-workers gathered to wish Mary Morgan, a classification officer at the Diagnostic Unit, well on her last day with ADC. The celebration in the Pine Bluff Unit gym included a special slide show, lunch, presentation of gifts and words of appreciation from Warden Rick Toney and others. Below some of the staff she worked with in classification over the years pose for a group photo. Morgan’s future plans include gardening, fishing and reading.



Department Briefs

Basic Correctional Officers’ Training Class 2006-L began on June 5, 2006, with 52 cadets and 45 graduated on July 14, 2006. **BCOT Class 2006-M** began on June 19, 2006, with 49 cadets and 35 graduated on July 28, 2006.

Congratulations to all of these new officers. Welcome to the ADC family!



The U.S. Deputy Warden’s Asso-

ciation has provided gift bags to the children of correctional officers killed in the line of duty each year. The presentations are usually done during the Correctional Peace Officers Foundation memorial each year.

If you or your unit would like to learn more about supporting this project, contact Warden Jimmy Banks at the North Central Unit. Banks is president of the USDWA this year.

Cpl. Alma Coppedge of the Cummins Unit received the New Membership Training Award and attended the Southern States Correctional Association Training Conference in Charleston, West Virginia July 15-19 at the expense of SSCA.



The character trait for the month of August is **benevolence**. It means “Giving to others’ basic needs without having as my motive personal reward.

Each serving provides:
Calories: 176, Total fat:
6 g, Saturated fat: 2 g,
Cholesterol: 68 mg, So-
dium: 240 mg, Total
fiber: 1 g, Protein: 24 g,
Carbohydrates: 7 g,
Potassium: 360 mg

A Place for Women: Inside the Hawkins Center at Wrightsville



Above: A view of the J. Aaron Hawkins Women's Center from the visitation area. The center has been named in honor of Hawkins, a Board of Corrections member, who died earlier this year.

Below: Inmate clerks work in the center's library.



Left: Female inmates and an officer walk down the hall of the new unit.

Right: Workers install windows in an area near one of the new women's barracks.



Iris scanning designed to increase security at prisons

Deputy wardens attending the U.S. Deputy Warden's Conference in Hot Springs July 10-14 got an opportunity to learn about some of the latest identification technology. Tim Johnson and Orlando Martinez, representatives of SecuriMetrics, based in Martinez CA, talked about OFFENDER-ID™.

It's an inmate ID management system incorporating biometric technology. Correctional facilities can use

iris identification in the booking and release process. In addition, agencies can build an iris biometric database of new and repeat offenders entering and exiting their facilities.

One of the objectives in ADC's five-year strategic plan is to "enhance eOmis to include module incorporating biometrics for entrance and departure from ADC institutions."

SecuriMetrics offers a Portable Iris Enrollment and Recognition device or PIER, a hand-held iris recognition device that uses a small camera

to take a picture of a person's eye.

During their workshop entitled "Integration of Biometric Technologies in Law Enforcement and Corrections," company representatives said iris identification is non-invasive technology. It can reduce erroneous releases, quickly identify repeat offenders and eliminate double bookings.

SecuriMetrics' products are used by the U.S. Department of Defense, U.S. Intelligence agencies, and in corrections/law enforcement.

Administrative offices, other areas open at Ouachita River



Above: workers put the finishing touches on the roof in front of the newly-opened administration area at the Ouachita River Unit.

The Ouachita River Correctional Unit has moved one step closer to being complete with the opening of administrative offices at the facility. The ORCU recently hosted the Emergency Response Team competition and guests got a chance to tour the new facilities.

For months, office staff had been working in close quartered cubicles as work continued on the administrative area of the unit. Construction of the visitation center, the PBX and entrance area have also been completed.

Meanwhile, site preparation has begun for the construction of a 862-bed addition to at the unit for inmates with special needs.



Left: CO1 Amelia Buckley and Sgt. Winburn Melugin help monitor the unit from Central Control.

Construction underway on chapel at Maximum Security Unit

The wait is over. Construction of a 2,400 square foot chapel building is underway at the Maximum Security Unit in Tucker. The building will include two classrooms, one of which will be used as a library, said Unit Chaplain Patrick McCown.

There will be seating for as many as 50 people in the sanctuary and room on the platform for musical instruments, a choir, and guests, he said.

"This does not always mean that we will be able to call for more inmates for church services but it does provide us more room for our programs, and the extra seating capacity is there

when we do need it," McCown said.

The chapel, which is being built with inmate labor, will also have a Chaplain's office. Funds for the project are provided by local churches and organizations.

"The building will be headquarters for a chapel program that continues to expand due to the efforts of faithful religious volunteers," McCown said.

There are 20 certified religious assistants and two regular citizen volunteers who assist the unit chaplain.

The PAL (Principles and Application for Life) program is expanding, and many more events are planned.

"I just try to be the best I can be and hope that is the best ever."

—Tiger Woods



Above: Workers lay the groundwork for construction of the chapel at the Maximum Security Unit.

Health Matters

ARWellness initiative set to help nourish, balance your life

ARWellness is a new title for the wellness programs offered through the state-sponsored health insurance program (such as the tobacco cessation program and 100 percent coverage for most wellness exams), plus new and future programs.

Through a continued partnership with Corphealth and the Employees Benefits Division, two voluntary programs now use web-based and personal interaction to reach weight, exercise and nutrition goals.

Balance® is a six-week weight management program, and **Nourish®** is an eight-week nutrition improvement program. Enrollment in these programs is available anytime.

Who is eligible for the programs?

All primary health plan members (active employees and non-Medicare retirees) and their spouses are eligible, if covered by any state or public school employee health plan (i.e. Blue Cross, Health Advantage, NovaSys Health or QualChoice).

Is there a cost to participate?

There's no additional cost beyond monthly health plan premiums. The expense is borne by the health



insurance program in an effort to improve the health of its members.

How do I enroll in the programs?

Paper copy program information is available upon request to those without internet access. Call Corphealth toll free at 1-866-378-1645 and ask for a health educator. An enrollment kit will be mailed upon request.

On the Web, go to www.corphealth.com/arwellness. You'll be redirected to the "MyHealthMedia" site. Health Media provides the Balance® and Nourish® programs. Other Health Media programs are listed on the page but only Balance® and Nourish® are available to state and school health plan members. Click the "sign up today" link, read the next page and click "next" which will lead to a letter from Corphealth. Follow the prompts to register for the program.

The information submitted will be used by Corphealth to aid program mem-

bers. The EBD and its Board are comfortable with the privacy and security measures and with the benefits of such information being shared with trained Corphealth staff. This information is required for participants to have access to the Balance® or Nourish® programs.

The registration process will ask for the employee's and/or spouse's 6-digit member identification number to verify insurance coverage. This number is on your health insurance card as the six digits preceding the last two numbers (i.e. **12345601**). In this example, the six digits needed would be "123456." Health Advantage or Blue Cross plan members' card identification numbers will also contain letters preceding the six digit number, but only the



six digits are needed to register for these particular programs. Don't have your ID number handy? Call the Employee Benefits Division customer service department at 501-682-9656 or toll-free at 1-877-815-1017.

The programs require the completion of a Health Risk Assessment that will take about 30 minutes. If necessary, you can "save" your place online and finish the assessment at another time. The assessment will be provided in paper form for non-web participants. NOTE: These questionnaires are not the same assessment required for health insurance premium discounts through the Employee Benefits Division.

For Balance® and Nourish® program questionnaires, participants will be asked if they want "counselor assist" which means accepting interaction with a telephonic health coach.

Accepting this option will allow a trained, Arkansas-based Corphealth staff member to contact participants and provide motivation and assistance toward reaching program goals. The coach will have access to the participant's questionnaire responses.

If participants decline the coaching service feature, they will still find helpful information from the "wellness guide" resulting from the completed health risk assessment.

Continued on page 11

Newport Complex honors staff during awards breakfast

The Grimes and McPherson Units Employee Recognition Breakfast was held July 21st in the Grimes Unit Visitation area.

Assistant Director David Cruseturner served as the guest speaker and others in attendance included Director Larry Norris, HR Administrator Kevin Murphy, Assistant Director Sheila Sharp, Chief Deputy Director Ray Hobbs, Assistant Director Ronnie Dobbs, Deputy Director Wendy Kelley and Newport Mayor David Stewart.

Breakfast included scrambled eggs, bacon, sausage, biscuits, gravy, fruit,



Above: Assistant Warden Maggie Capel was honored for 30 years of service while Warden John Maples received an award for five years of service.

pastries, milk and juice.

More than 100 Newport Complex staff attended the event. Awards, pins, certificates and plaques were presented for 3, 5, 10, 15, 20 and 30 years of service.

The event was made possible by hard-working staff and the Newport Complex Employee Corp.



Above: Some of the staff who attended the awards program.

The honorees are.....

Grimes Unit

20 years

John Heier

10 years

Buford Vandeman

5 years

John Maples, Robin McCloud, Jewell Milgrim, Pat Moody, Vinson Thomas, Linda Gates, Sherri McEwen, Deborah Mathis, Deborah Masters, Jim Berry, Joe Blevin, Myra McFall, Jason Cole, Chad Davis, Lonnie Dicus, Melvin Reeves, James Huddleston, Mary Vanoven, Evangelia Tatum, Ralinia Ramsey, Doug Johnson, Randy Budnik, Lisa Baguley, Karen Wilson, Nicky Yopp, Sandra Baker, Regina Baswell, Lamon Williford, Brenda Dicus, Myrtle McGinnis, Tommy Suggs, Cameron Wood, Thomas Tilley, Danny Utley, Michael Burgess, Charles Stewart, Shurika Brown, Rickey Jeffrey and Harold Odom.

3 years

Justin Tindall, Jeffrey Rizer, Lenny Burton, Jimmy Arnold, Jan Tucker, Melissa James, Jeremy Owens, Jimmy Fields, William Hammett, Calvin Carter, Brent Davis, Francis Middleton, Tim Johnson, Rickey Duncan, Tim Tribble, Byron Pohl, Chris Budnik, Bronson Dinwiddie, Nicholas Naracon, and Steve Wilson,

McPherson Unit

30 years

Maggie Capel

5 Years

Mildred Alcorn, LaShaye Balentine, Gracie Bell, Brenda Bookout, Thesia Bumpers, Cheryl Chapman, Scotty Clark, Arphlue Coburn, Gwendolyn Cox, Mark Cullum, Kenneth Dewitt, Linda Dixon, Lavonda Dunavion, Kelly Dyer, Linda Dykes, Narzuhul

Faust, Edie Hall, Jalesia Hearyman, Scott Hearyman, Rose Higgins, Mindy Howard, Bettie Hubbard, Ronnie Jackson, Donna Jarrett, Jonna Loftis, Bernice McCoy, Ann Montgomery, Randy Pilcher, Sylvalene Pruitt, Patsy Reed, Christopher Riley, Patricia Roberts, Clara Robinson, Pansy Rucker, Virginia Spence, Judy Steed, Virginia Tunstall, Patricia Turensky, Rhonda Webb, Kim Wagner, Jim Wilkerson, Nettie Williams, Linda York,

3 years

Randy Anderson, Candy Ashby, Jerry Brown, Margaret Brumley, Gregory Croom, Richard Davidson, Tiffany Eslinger, Carolyn Fortune, Bobbie Hager, Betty Johnson, William Jones, Boyd Martin, Jeff McLain, Marcus Perry, Bradley Pierce, Mickey Robertson, Mindy Rodgers, Gail Smith and Myrtis Stone.

ARWellness continued from page 10

If the assistance of a health coach is accepted, a coach will contact the participant within three to five days after enrollment. The participant doesn't have to call Corphealth to schedule a call. Five calls will be made to the participant during the

program. Those who use the web-based version will also receive three newsletters via email and program-related surveys from Health Media. (Non-web users will receive the same information in hard copy.) Plus Corphealth will conduct a follow up phone

survey later.

May I participate in both programs at the same time?

Simultaneous enrollment in both programs is allowed, but participation in one program at a time

is encouraged. Ask a Corphealth educator for guidance. Questions should be directed to Corphealth at 1-866-378-1645, your ADC Benefits Specialist, or the Employee Benefits Division at 501-682-9656 or 1-877-815-1017.

Benton Unit staff members honored with Appreciation Banquet

The Benton Unit held its Employee Appreciation Banquet on July 26. HR Administrator Kevin Murphy, who at one time worked at the unit, was guest speaker.

Employees were honored for 3, 5, 10, 15, 20 and 30 years of service. Special awards were also given to outstanding employees.

Lunch, which was provided by the Benton Unit Employee Association, featured barbecue with all the trimmings.

It was great day because of staff appreciation but it was also the day that Assistant Warden Robert Clark and staff members



Above: Some of the Benton Unit Staff members who were honored for their years of service.

John Burch, John Kleiner and two State Police officers went to collect two escapees — Clifton Sanders and Tab Delancy from

Ocala, Florida. Thanks to the support of administrators and staff at Central Office and unit staff, the men were apprehended.

The two-week interim was challenging but “When the going gets tough, Benton gets going,” McQuilliams said.



Governor's Service Awards and Retirements June 2006

Retirements:

Carolyn Gray — JCJ/CF
Neil Pfeiffer — Wrightsville
Lorraine Smith — Admin. East
Thomas Hamby — North Central
Clarence Bass — Varner
Joyce Burchfield — Delta Regional
Elvis Brown — Cummins Unit

20 Years

Kethel Holeman — Diagnostic
Mark Taylor — Pine Bluff
Robert Bradley — Farm
Jackie Burnett — Cummins
Tory Parks — Ouachita River
Steven L. Williams — Varner
Teresa Funderburg — Admin. East.
Ricky Brooks — Pine Bluff

10 Years:

Will Taylor — JCJ/CF
Tonya Farris — Wrightsville
Hubert Seahorn — Cummins
Karla Capul — Mississippi County
Kristi Lowe — Pine Bluff
Lois Huggins — Maximum Security

Congratulations!



Left: ADC HR Administrator Kevin Murphy was guest speaker during the banquet.



Right: Benton Warden Sara McQuilliams thanked staff for their dedication and hard work.



Left: Capt. Greg Wilson, left, Major Robert Plant and other Benton staff help themselves to a buffet of barbecue chicken and ribs, with all the trimmings and dessert.

The honorees are...

3 Years: Sharon Best, Daniel Drennon and Rollie Mullins.
5 Years: Brenda Mitchell; Darlene Slater and Linda Steel.
10 Years: Bill Jones Jr. and Jonathan Warner.
15 Years: Lavern Tittle, Florence Pierce, Jeanette Townsend, Judy McCallister and Richard Vinyard.
20 Years: Theresa Hamilton-Humphrey.
25 Years: Sara McQuilliams.

Security Employee of the Year: Cpl Darlene Slater
Non-Security Employee of the Year: Brenda Vinyard
Security Supervisor of the Year: Lt. Sterling Smith
Non-Security Supervisor of the Year: Charles Morgan

ADC Promotions and New Hires — June

Promotions

6/04/06	Regina Jones	Lieutenant – Wrightsville
6/04/06	Charles Mynatt	Sergeant – North Central
6/05/06	Randy Shores	Comm. System Mgr – Emergency Preparedness
6/05/06	Lisa Baguley	Sergeant– Grimes
6/07/06	Eric Watson	Lieutenant – Maximum Security
6/07/06	Eric Lawson	Sergeant – Maximum Security
6/09/06	Mary Joyce Taylor	eOMISomis / Trainer – IT
6/12/06	Larry Keeth	Major – Maximum Security
6/12/06	Kenny Morehead	Sergeant – North Central
6/18/06	Christine Anthony	Sergeant – Delta
6/18/06	Seccer Cole	Sergeant – EARU
6/18/06	Brenda Parker	Sergeant – EARU
6/19/06	Justin Leggett	Sergeant – Ouachita
6/23/06	Michael Bolen	Sergeant – Cummins

New Hires

6/01/06	Phillip Yarbro	Construction Maintenace – Supv. II Construction
6/04/06	Amy Farber	Accounting Tech I –Ouachita River
6/07/06	Theresa Banks	Comm. Supervisor – Wrightsville
6/07/06	Dedrick Murry	HR Manager – Diagnostic
6/08/06	Melinda Pruitt	Personnel Officer I – Human Resources
6/12/06	Matthew Hult	Program Coordinator – Benton Unit
6/26/06	Regina Morrison	Document Examiner I – McPherson
6/26/06	Carvis Campbell	Rehabilitation Program Adm. – Varner



In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—**NO DENIM**, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed from the class.

AUGUST TRAINING SCHEDULE

***Students will need to bring digital camera and Tripod.*

Date	Title	Time	Length	Location
1	Sexual Harassment/ Sexual Misconduct	8 a.m.	5 hrs.	TA
1-2	NIMS 100 & 200 Train-the-Trainer	8 a.m.	16 hrs.	HR
2-3	Management Effectiveness	8 a.m.	16 hrs.	TA
2-3	**Basic Digital Photography	8:30 a.m.	14 hrs.	ASU Newport (CJI)
3	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
3	Performance Evaluation	12:30 p.m.	4 hrs.	TA
4	Structured Interviewing	8 a.m.	4 hrs.	HR
4	Criminal Procedure Update	9 a.m.	6 hrs.	North AR College Harrison (CJI)
7	Inmate Grievances	8 a.m.	4 hrs.	HR
7-11	First Responders CLIP Cert.	6 a.m.	40 hrs.	TA
8	Basic PowerPoint	8 a.m.	4 hrs.	HR Lab
8	Time Management	9 a.m.	6 hrs.	LR (Inter-Agency)
10	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
10-11	The Human Element	9 a.m.	14 hrs.	LR (Inter-Agency)
11	Records Retention Training Session	9 a.m.	6 hrs.	LR (Inter-Agency)
11	Interpersonal Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
11	Leadership & Communications Excellence	8:30 a.m.	7 hrs.	Texarkana PD (CJI)
14-15	Mental Health II CLIP Cert.	8 a.m.	40 hrs.	TA
14-15	Managing Interviews & Interrogations	8:30 a.m.	14 hrs.	Wash. Co. Sheriffs Off (CJI)
15	Grievance Prevention & Handling	9 a.m.	6 hrs.	LR (Inter-Agency)
15	Administering Discipline	8 a.m.	4 hrs.	TA
15	Performance Evaluation	12:30 p.m.	4 hrs.	TA
15-17	Basic Crime Scene Processing	8:30 a.m.	21 hrs.	Camden PD (CJI)
15-16	Introduction to Computers	8:30 a.m.	14 hrs.	CJI
15-17	Principles of Supervision	8 a.m.	24 hrs.	CJI
16-17	Emergency Preparedness Training	8 a.m.	16 hrs.	TA
16	Interpersonal Communication	8 a.m.	8 hrs.	TA
17	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
17	Ecstasy, Raves and Club Drugs	8:30 a.m.	7 hrs.	Fayetteville (CJI)
18	Crime Prevtn: Proactive Tactics to Stop Crime	9 a.m.	6 hrs.	Camden PD(CJI)
21-25	Nutri., Health & Wellness CLIP Cert.	8 a.m.	40 hrs.	HR
22-23	Introduction to Management	8 a.m.	16 hrs.	TA
22	Administering Discipline	9 a.m.	6 hrs.	LR (Inter-Agency)
23	Patrol Response to Active Shooter Incident	9 a.m.	6 hrs.	Riverfront Pavilion—Pine Bluff
23-25	Post—Blast Investigations	8:30 a.m.	21 hrs.	CJI
24	Power Writing	9 a.m.	6 hrs.	Ft. Smith Police Dept.
24-26	Narcotics Officer Cert. Program Session II	8:30 a.m.	21 hrs.	Newport, AR (CJI)
25	Case File Preparation	9 a.m.	6 hrs.	Bentonville PD (CJI)
28-Sept. 1	Character in Corrections. CLIP Cert.	8 a.m.	40 hrs.	TA
21-25	Info. Technology CLIP Cert.	8 a.m.	40 hrs.	HR Lab
28-30	Narcotics Officer Cert. Program Session II	8:30 a.m.	21 hrs.	ASU Newport (CJI)
29-30	Using Microsoft Word	8:30 a.m.	14 hrs.	CJI
29-30	Crime Scene Investigation	8:30 a.m.	14 hrs.	Nashville PD (14 hrs)
31-Sept. 1	The Human Element	8:30 a.m.	14 hrs.	TA

OPEN ENROLLMENT (Year round)

- **AWIN Radio Training** — As scheduled by your Unit Trainer
- **Advanced Drivers Techniques** — As scheduled by your Unit Trainer
- **Internet-Based e-Learning Classes.**

Classes provided by National Institute of Corrections
Visit www.nicic.org.

You must get approval from your Unit Trainer before taking any e-learning classes

The following **open enrollment, Inter-Agency classes** are offered in Little Rock. They vary in length.

Who Moved My Cheese
Emotional Intelligence
FISH
Defensive Driving

Dealing with Difficult People
Conducting Effective Meetings
Presenting Testimony
Workplace Diversity

Train the Trainer
CPR
Basic First Aid

Videoconferencing will help with training



Imagine not having to get in your car and drive to some training classes. ADC is working to equip several locations with the ability to offer training classes via videoconferencing. Those locations include the Newport Complex, North Central Unit, East Arkansas, Delta Regional, Cummins, Varner, Admin. East, Central Office and the Training Academy.

Videoconferencing technology allows people at two or more locations to see and hear each other simultaneously via video and audio transmissions.

Human Resources Administrator Kevin Murphy called the project a win-win situation.

"The primary objective is training," he said, explaining that teleconferencing will help reduce travel time, mileage, overtime and help with class limits.

"I'm really excited about it," Murphy said. "It's something we've been wanting to do for a number of years."

Certain training classes will likely disseminate from the Training Academy or the Admin. East building and be available at the various units.

Riverside Vo-tech administrative office open

The administrative staff of the Riverside Vocational Technical School has moved into new offices at 8000 Corrections Circle. The offices are connected to the administrative offices of the Arkansas Cor-

rectional School. Below is a photo of the new building and a picture of Superintendent William "Dubs" Byers welcoming a meeting of the Institutional Staff Meeting at the new facility.



ADC CALENDAR



August 2006

12-17 American Correctional Association 135th Congress of Correction, Charlotte North Carolina

The school year begins!



September 2006

4 Labor Day

10 Grandparent's Day

23 Autumn begins



October 2006

9 Columbus Day

16 Boss's Day

29 Daylight Saving Time Ends

31 Halloween

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries.



Visit ADC on the Web:

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ADC Advocate
P.O. Box 8707
Pine Bluff, AR 71611
Phone: 870-267-6990
Fax: 870-267-6244